



ADDRESS REPLY TO:  
California Apprenticeship Council  
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## EQUAL OPPORTUNITY IN APPRENTICESHIP COMMITTEE MEETING

### MINUTES

Thursday – October 30, 2008 9:00 a.m.

#### I. Call To Order/ Roll Call

CAC Commissioner Dina Kimble, standing in for Chair Jose Millan, called the meeting to order at 9:01 p.m.

Members present: Dina Kimble, Leo Garcia, Cedric Porter, Aram Hodess, Anne Quick, and Acting Chief Glen Forman.

Members absent: Pat McGinn, Jose Millan

Review/Approval of the minutes of July 31, 2008

A motion to accept the minutes was made by Commissioner Porter and seconded by Commissioner Garcia. The minutes were approved.

#### II. Director's Award for Outstanding Employer and Program Women in Construction Achievement.

- Renee Bacchini, Special Assistant to the Chief, reported that it was established at that the last meeting that the award would be given every year. Ms. Bacchini revised the application and noted that there were not many applications submitted. She also gave an overview of the criteria for the Director's Award such as recruiting and retention of women within their programs. The award was also extended to Employers. She also mentioned that it would be given at the same time as the Hall of Fame Award. The dead line for submitting the application for the Director's Award is March 31, 2009. The applications will be distributed at the next CAC meeting in January 2009 and can be found on the DAS website at <http://www.dir.ca.gov/das/DirectorsAward.pdf>. Acting Chief Glen Forman will e-mail the applications to all the programs. Suggestions were made to better market and distribute the application.

#### III. Other Items of Potential Interest

- Ideas to promote Equal Opportunity in Apprenticeship
  - \* Partnering with the Forum Committee to discuss non English speaking apprentices, i.e. best practices.
  - \* I Built It Campaign information was discussed and can be found on the website, <http://www.dir.ca.gov/das/ibuiltit.htm>.

- Commissioner Quick inquired about the possibility of the necessity of mentors for female Apprentices. Many of the programs gave input on what their programs are doing, including providing mentors, women directors and women instructors for the women in their programs.
- Commissioner Garcia asked if there had been anything done to initiate a study at the college level to determine the level interest of women and minorities in construction to determine the appropriate percentage goal. Glen Forman mentioned that DAS has a 20% goal in the California State Plan but that percentage could be changed.
- Paul Resa, Carpenters Training Committee for Northern California reported that they just completed two 30 second Television Commercials that will be airing at High School sports programs in the Bay Area.
- Commissioner Millan was tasked to initiate a study that would be able to determine the level of interest of women and minorities in construction, the actual number as opposed to an arbitrary percentage goal.
- Discussion on the necessity of providing training at the Forman level regarding fairness in the workplace and providing opportunities for women in the trade. Mr. Bullock stated that the Apprenticeship Council should take responsibility to educate employers and their foremen about fairness in the work place.

#### IV. Adjournment

A motion to adjourn was made by Commissioner Quick and seconded by Commissioner Garcia. The meeting adjourned at 9:50 a.m.